

## Further infrastructure development planned

*More students will be accommodated on our campuses, with two new residences being built on the Qwaqwa and Bloemfontein Campuses respectively. The residences are part of a grant received by the Department of Higher Education and Training (DHET).*

The new residences will accommodate 250 students each and the planned completion date is end of 2014.

Other major projects planned for the three campuses are a Student Life Centre on the Qwaqwa Campus, new lecture halls for the South Campus and a new sound studio on the Bloemfontein Campus. The sound studio will be erected where the old squash courts used to be.

The Department of Physical Planning stated the aim is to create a facility that can house

a recording studio that will function as a multi-purpose centre where students can get practical experience in sound and visual recording. Albie Louw, Chief Officer: Property Management in the Department of Physical Planning says the studio will have a screening room, a multicamera recording studio, editing room, video- and audio-control room and lecture-recording studios.

The projects have different completion dates, but all fall within the 2013/2014 and 2014/2015 financial years.

On the Qwaqwa Campus, the existing amphitheatre in front of the library will get a roof, so that it can be used more effectively and be more accessible. It will create a new active open space that can be utilised by students for informal study, a social space and for formal functions or promotions.

Other facilities to be upgraded include upgrading of the electrical infrastructure on the Qwaqwa Campus. Disability access on the campus will also be improved.

– Amanda Tongha ◀



New lecture halls on the South Campus.



Five hundred-bed student housing on the Bloemfontein Campus.



Undercover activity space on the Qwaqwa Campus.



Student accommodation on the Qwaqwa Campus.

# From the Editor

Although we are moving towards the end of the year, we still have a very hectic programme ahead of us. This edition of *Dumela* attests to that. Not only do people come up with innovative ideas such as the style guide, but our staff and students also perform in many fields.

Take, for instance, our students, Elmé de Villiers and Sandra le Grange, who won gold as part of the South African Badminton team at the African Cup of Nations earlier this year. Closer to home, we report about Samantha Renda from the Qwaqwa Campus, who was named the best student in the Faculty of Natural and Agricultural Sciences at their prize-giving ceremony.

You can also get to know some of our colleagues on campus like Legopheng

Maphile from the UFS-Sasol Library, Dr Philemon Akach from the Department of South African Sign Language and Moodi Matsoso, who is the coordinator for community involvement and staff health and wellness at our Qwaqwa Campus.

Now something entirely different. Thank you very much to all who took the time to complete the *Dumela* and Bult questionnaire. The response was overwhelming. With your feedback, we hope to bring about meaningful changes to these communication channels.

I also wish to thank all who submit articles of news. Please note that we manage various news channels and if your article does not appear in *Dumela*, the chances are we can use it in one of our other channels like 24/@Kovsies or on the web.

If staff members in your division achieve something, we would like to know about that to write about it. This goes for staff members of all three our campuses. We very

much want to write about our academic and non-academic staff as well as our students.

We strive towards publishing a well-written publication and therefore *Dumela* is edited by two text editors. Articles in *Dumela* are, as required by the university's language policy, in Afrikaans and English.

A hard copy of *Dumela* is distributed among staff members. The Pdf version is also available on the UFS website News under Publications.

Enjoy reading this edition. Until next time.

Regards

Leonie



## WHAT'S INSIDE



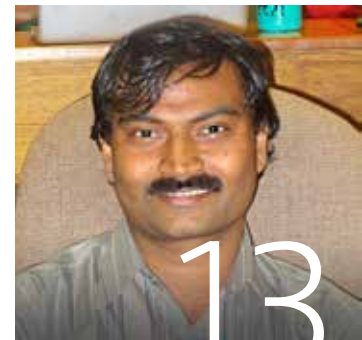
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### Editor:

Leonie Bolleurs  
051 401 2707 or 083 645 5853  
bolleursl@ufs.ac.za

### Design and layout:

Linki Brand

### Editorial Team:

The *Dumela* editorial team consists of staff from the Strategic Communication Division as well as representatives of all faculties, departments and campuses of the UFS.

All Facebook quotes are published as they appear on Facebook



## Social Media is still the real YOU

*You have the right to use social media ... anything you say can and will be used against you ...*

After recent workshops hosted at our university by social media specialist lawyer Emma Sadleir, it is becoming even clearer that one should be careful what one posts on Facebook and Twitter. According to Sadleir you can and will be held accountable for whatever is published on your social media accounts, just as in the "real world". Yet this does not have to scare us all into closing down our social media activities. Sadleir also highlights the advantages of being active on social media.

You are able to promote your self-profile and that of the institution you work for. It is also cost effective and allows you to communicate directly with anyone in the world. However, these advantages can also involve risks if one does not use social media with some caution. Remember

that no special rules and laws apply in cyberspace. Real world rules apply on social media platforms as well as it does in life.

"You are the same person in the real world as who you are on social media. When you don't stand up in public and say it, you should not say it on social media. Don't say online what you won't say in front of your mother," said Sadleir.

Legally speaking, in the case of publishing on social media platforms, every single person in the chain of publication can be sued, from journalists, to editors, to the bookstore selling it and those commenting on it.

Thus, if you retweet something or comment on a Facebook post, you can also be held legally accountable for it. - Stefan Lotter

## Manoeuvre, maneuver or manoeuver?

*New English Style Guide helps staff navigate through the maze of the UFS's ABCs.*

Furrying through dictionaries, phoning friends or taking a vote from your co-workers on whether writing 'University' or 'university' is the correct style has come to an end.

Rachel Stewart spearheaded the ambitious project of compiling the official UFS English Style Guide and during the process the idea emerged of combining the endeavour with an art competition. Entrants had to depict a letter of the alphabet in a creative way, lending the final product a creative, aesthetically pleasing aspect.

The English Style Guide was launched with – literally – stylish flair by means of a vigorous auction. Guests enthusiastically bid on the original artworks submitted for the competition and all the proceeds of the evening went to the No Student Hungry programme.

This user-friendly, online style guide has an easy reference system, containing shortcuts to an array of subcategories. These sections include A–Z, Acronyms, centres, faculties and departments, to name but a few. A platform for discussions, comments and suggestions has also been created.

The university urges staff to align their writing style with that of the guide. Not only does it limit guesswork, frustration and wasted time, but it also enables the university to present a unified, consistent look and style.

Work is also under way to add an official Afrikaans version of the style guide.

The link to the UFS English Style Guide can be found at the top navigation bar of the intranet. – **Michelle Nothing** <



## Nuwe boek vertel van 100 jaar van Shimla-rugby

Voorblad van die boek: *Universiteit van die Vrystaat Rugbyklub – 100 jaar van sprankelrugby.*



Die boek, wat onlangs bekend gestel is, bespreek die geskiedenis van die eerste eeu in die bestaan van dié sportklub. Dit is 'n verhaal van geloof, hoop, stryd en vasberadenheid om te midde van sosiale, politieke en ekonomiese strominge vanaf 'n klein begin in 1912 tot een van die heel grotes in Suid-Afrika te ontwikkel. Die boek bevat 3 121 groep-, span-, aksie- en gesigsfoto's. Frikkie van Rensburg, voormalige sportredakteur van *Volksblad*, is die skrywer van die boek. Ansu Colditz was die organiseerder en projekteerder van die UV-rugbyklub se eeufeesvieringe, asook samesteller en medenavorser van die boek. Elmada Kemp het die bladuitleg gedoen.

Navrae kan gerig word aan Ansu Colditz by rugby100@ufs.ac.za, +27(0)82 457 8071 of +27(0)51 401 2136. – **Ansu Colditz** <

## Kovsie Staff Fund: You can make a difference

Do you want to make a tangible difference, but don't have the time? The university has created a hassle-free way to unite against the mounting concern of students who are in need. Every staff member now has the opportunity to contribute to the fund.

**You can now contribute to the Kovsie Staff Fund in these easy ways:**

- Deposit money in the following account: ABSA 1570850721. Use the reference: 1 486 04542 plus your name.
- Make your contribution through a staff stop order or a bank debit order. Please send the stop order/debit order form to Rinda Duraan at 051 444693 or email [duraanmj@ufs.ac.za](mailto:duraanmj@ufs.ac.za)

If you need a tax certificate, please forward your personal details (ID, full name and address) to Rinda, together with the deposit slip. Staff members who make contributions via stop order or debit order will automatically receive a tax certificate annually. Your care will change someone's world. – **Michelle Nothing** <

## Annual increase on traffic fines

The traffic fines issued by Protection Services on the campuses are set to increase, as they are annually adjusted and approved by the Council. The fines set by the Traffic Department of the Mangaung Metropolitan Municipality have been used as the criteria for determining traffic fines. Thus, the fines for traffic violations on all campuses are to be adjusted in accordance with the fines determined by the Mangaung Metropolitan Municipality. Please see the full list of the Rules of the Road and Traffic Fines that was communicated in the *Digest* of 19 September 2013 and on the intranet. – **Stefan Lotter** <

## Handelsmerk-identiteitsriglyne nou beskikbaar

Die 2013-weergawe van die Handelsmerk-identiteitsriglyne is op die UV-webblad beskikbaar.

1. Gaan na [www.ufs.ac.za](http://www.ufs.ac.za).
2. Klik op **Nuus** in die top-navigasiebalk
3. Klik op **Handelsmerk-identiteitsriglyne** onder **Nuuskantoor** in die linkerkantste navigasiebalk







The experts  
say ...

# The value of self-development for the employer and the employee

It has been said that there are three kinds of people, namely those who watch things happen, those who make things happen and those who ask, "What has just happened?" The lesson and wisdom of the Chinese proverb, "Starving man wait long, long time for roast duck to fly into mouth", should be taken to heart when discussing self-development.

**E**veryone wants growth or progress. For many this implies being considered for promotion. For others it simply implies becoming the best you can be. However, whatever drives development, the benefits are usually similar, as it creates increased productivity, employability, marketability and personal fulfilment.

Self-development implies self-insight and intrinsic motivation, which becomes the energy towards identifying development resources and mapping the way towards successful self-development. The process provides exciting opportunities for conversation between the employee and employer around topics such as targets, competency requirements, the need for learning and development, available

processes of learning and development, learning styles and related roles and responsibilities.

When deciding on an effective process of holistic self-development, a balance between learning and development methodology needs to be explored, if both the employee and employer are to benefit from the process. Consider informative learning (formal learning, new information, facts, books), persuasive learning (attitude changing, debates, case studies), corrective and supportive learning (coaching and mentoring) and more informal explorative learning (projects, games, experiential activities). Choose the resources in such a way that the development is multi-sensory, employing a variety of media (touch, sound and vision). This will create

flexibility, variety and increased retention, which will allow maximum opportunity for personal development and workplace skills development.

Information age self-development is more than registering for a qualification to add to a CV. Successful self-development in these dynamic times is defined by the ability to learn how to learn and take charge of self-development through direct exploration, expression and experience. Of paramount importance to self-development is a sense of wholeness – wholeness of knowledge, of the individual, of institutions and organisations and of life itself. Once this is understood, self-development becomes a journey of discovery and developing potential to the benefit of both the employee and the employer. – Corlia Janse Van Rensburg <



René-Jean van der Berg is Senior Beampte: Mediaskakeling by ons Afdeling Strategiese Kommunikasie.

## My ma sê ôk so

**“Ma sê gedeelde swaarkry is halwe swaarkry,” sê die kind by die deur. Kettie in die een hand en ‘n bord pap met blikkievis in die ander.**

Dis die week voor einde-van-die-maand en ‘n uur of wat gelede het die einste kind kom sê sy ma vra twee tamaties vir die pot. Vroeër het antie Josephine vier vetkoeke oorgestuurt. In ruil hiervoor stuur my ma ‘n stukkie lamslewer vir antie Josephine. Ant Soes se meisiekind het ‘n stukkie botter kom vra in ruil vir ses eiers, want hulle supper maar brood en eiers vanaand (die eiers is afgemerkt in die dorp).

Ant Margie stuur aartappels uit haar huiswinkeltjie, “want die goed loop al uit en die mense het anyway nie geld vir koop nie.”

‘n Mens kan dink die mense van my grootword-

gemeenskap kan nie hul geld reg bestuur nie, maar in ‘n gemeenskap soos dié is dit dié geleen en gedeel wat vriendskappe vleg en heg. Hier kan mense nie kwaad bly vir mekaar nie, want iewers sal jou eie swaarkry jou inhaal en moet jy iemand in die oë kyk vir ‘n bietjie kookolie.

Nou, ek sê nie ek het moeilik en arm grootgeword nie. Wat ek wel sê, is dat in woonbuurte soos dié leer jy van mekaar wat swaarkry en vreugde beteken. Dit is die swaarkry wat maak dat huismiesies en buurvrou en huishulp saam in die sonnetjie op die stoep kan sit en uit die winkelpamflette kan dagdroom van wat hulle alles op paydag gaan koop.

Op paydag kom daai einste kind van verlede week aan die deur klop. Met ‘n bord kookkos.

“Ma sê gedeelde vreugde is dubbele vreugde.”

– René-Jean van der Berg <



Amanda Tongha is a Senior Officer:  
Internal Communication at our Strategic  
Communication Division.

**Legopheng  
Maphile**

## Amanda talks to ...



Photo: Anja Aucamp

Legopheng Maphile.

“ Libraries are changing. It’s no longer a place where you come to find books. People want to come here and have WiFi spots in the library. They have laptops and are forever on the move. The client has changed completely. ”

Epitomising the change we speak to Legopheng Maphile, Assistant Director: Information Services at the UFS Sasol Library who says he that hopes new ideas and initiatives will show that “the library is a player”.

“You cannot have a university without a library,” Legopheng says, outlining plans to market the university among students, academics and community. “Our clients need to know what we are on about. They need to know what we do and the new resources we have.”

Having worked in libraries for most of his

career life, first at a nursing college, then a prison facility and now the UFS, the Limpopo-born librarian knows what he is on about.

“We are trying to create a student who is information literate. Someone who is able to know when there is a need for information, where to find it, and then, how to process it and make it into knowledge.”

As a seeker of knowledge, it’s not surprising that you will find the father of two young boys with his nose in books most of the time.

“I read a lot of different books; Sesotho or Zulu books. I am now very interested in Afrikaans books because of my surroundings,” the graduate of the former University of the North, now the University of Limpopo, says.

Steve Biko’s *I write what I like* is still a favourite book. Another favourite is Chika Onyeani’s *Capitalist Nigger*.

Living in Bloemfontein for the last 16 years Legopheng says he is now Free Stater. This is also the province where he met his Welkom-born wife, a Motheo District TB coordinator. – Amanda Tongha





Die Mikrobrouterspan is, van links, voor: Armand Bester, Jan-G Vermeulen, Errol Cason; agter: Katlego Mthethwa, prof James du Preez en Antonie Meyer.

## Mikrobrouters wen SAB se etiketkompetisie

Die Kowsie Mikrobrouterspan in die Departement Mikrobiëse, Biochemiese en Voedselbiotegnologie het die bierbottel-etiketteringskategorie van die jaarlikse SA Brouerye (SAB) Intervarsity Beer Brewing Challenge, wat in Gauteng gehou is, gewen. Die stel etikette wat gewen het, moes nie net aantreklik wees nie, maar ook tegnies korrek ten opsigte van die betrokke bierstyl. In die ses jaar sedert die eerste amptelike SAB Intervarsity Beer Brewing Challenge, het hierdie kompetisie tot 'n glansryke geleentheid ontwikkel, met 12 universiteitspanne wat vanjaar in verskeie kategorieë deelgeneem het. Benewens die prysgeld van R10 000, 'n sertifikaat en 'n wisseltrofee vir die wenetiket, het prof James du Preez ook 'n toekenning van R40 000 vir die ontwerp en konstruksie van 'n mikrobrouery by die UV van SAB en die South African Stainless Steel Development Association ontvang. Met so 'n nuwe fasiliteit hoop die Kowsie Mikrobrouterspan om ten minste met een van die brouers 'n plek onder die drie beste biere in aanstaande jaar se kompetisie te haal. Daar word ook voorsien dat die mikrobrouery as 'n waardevolle leerhulpmiddel vir honneurs- en moontlik ook voorgaande studente aangewend kan word, aangesien die brouproses aspekte van biochemie, mikrobiologie (spesifiek gistsiologie) en voedselwetenskap insluit, wat die drie dissiplines is wat in die departement gehuisves word. Dit kan as 'n uitstekende manier dien om hierdie drie dissiplines in die opleiding van studente te integreer. Sedert 2008 is die derdejaar-Mikrobiologiestudente op 'n jaarlikse tweedag-uitstappie geneem na die SAB World of Learning-opleidingsentrum in Gauteng, waar hulle lesings oor die teoretiese en praktiese aspekte van die bierbrouproses ontvang het, gevolg deur 'n toer van die Alrode-brouery. – **Leatitia Pienaar** <



Researchers in the Faculty of Natural and Agricultural Sciences discovered a number of new species over the years.

## New species is our business

A new spider species – Copuerto Haddad – was discovered by Dr Charles Haddad from the Department of Zoology and Entomology recently. This adds to a long list of discoveries by researchers in the Faculty of Natural and Agricultural Sciences.

Some of the other discoveries are: *Halicephalobus mephisto* (Devil's Worm), a tiny nematode discovered by Prof Esta van Heerden and a team of researchers in the deep Beatrix Goldmine near Welkom. The nematode is a multi-cellular organism that was found in rock of 3 000 and 12 000 years.

Prof Linda Basson and Prof Liesl van As, in collaboration with other researchers, discovered many species of fish parasites in the Okavango Delta in Botswana over the years.

Dr Andor Venter discovered *Lycium mascarenense* (Solanaceae), a new species from the Mascarene Islands, Madagascar and south-eastern Africa, *Lycium gariepense* (Solanaceae), a new species from South Africa and Namibia and *Lycium strandveldense* (Solanaceae), a new species from the western coast of South Africa. The Solanaceae plant family includes species such as the potato, tomato, eggplant and other fruits.

Dr Marieka Gryzenhout and co-researchers discovered five new species of the Botryosphaeriaceae from *Acacia karroo* in South Africa. The Botryosphaeriaceae represents an important cosmopolitan family of latent pathogens infecting woody plants. Recent studies on native trees in Southern Africa have revealed an extensive diversity of species of Botryosphaeriaceae, about half of which have not previously been described.

A yeast genus has been named *Kockiozyma* in honour of Prof Lodewyk Kock for his contribution to yeast systematics.

– **Leatitia Pienaar** <



Prof Michiel S de Vries.

## 'Openbare administrasie verdien meer waardering'

Mense moet opnuut en met waardering na openbare administrasie kyk, was die boodskap van prof Michiel S de Vries van die Radboud Universiteit, Nijmegen, in Nederland. Hy het die Departement Openbare Administrasie en Bestuur se jaarlikse JN Boshoff-gedenklesing gelewer. Die onderwerp van prof De Vries se lesing was "How to preserve the public sector."

Hy het gesê: "Die klem in die begrip openbare administrasie moet val op die woord 'openbare,' nie op 'administrasie' nie. Hy het gesê die tyd het aangebreek om trots te wees op wat openbare administrasie in terme van openbare orde, sekuriteit, gesondheidsorg, opvoeding en ander sake vermag het.

"Ons het vergeet watter eer dit is om die publiek te dien, om ongeregteerdheid en chaos te verwyder om die lewe meer voorspelbaar te maak, om maatskaplike probleme op te los en gemeenskappe te laat floreer. Dit is wat die openbare sektor in werklikheid doen.

"Besef dat openbare administrasie nie geskep is om doeltreffend te wees nie, maar dat die wesenlike doel daarvan is om die publiek te dien sodat hulle lewens minder gevaarlik sal wees, om die oorlog van almal teen almal te vermy, om eiendomsreg te beskerm en om die grondslag te lê waarop die ekonomie en welvaart in lande kan floreer," het hy gesê. "Indien al die administratiewe hervormings van die afgelope dekades enigiets bewys, is dit dat openbare administrasie minder daarop ingestel is om die publiek te dien.

"Dit sal 'n yslike taak wees om 'n meer inwoner-georiënteerde openbare administrasie daar te stel. Om dit te bewerkstellig, sal die vertroue en stabiliteit in openbare instellings herstel moet word. "Die 'openbare' deel van openbare administrasie moet voorkeur geniet, in plaas van die 'administrasie' deel." – **Leatitia Pienaar** <



Prof. Johan Henning.

## Fakulteit Regsgeleerdheid blink uit by internasionale simposium oor ekonomiese misdaad

Die Fakulteit Regsgeleerdheid was een van die instellings wat verantwoordelik was vir die reëlings van die 31<sup>ste</sup> Simposium oor Ekonomiese Misdaad wat by die Jesus College, Universiteit van Cambridge in Engeland in die VK aangebied is. Die tema van die konferensie was: Fighting Economic Crime in the Modern World: The role of the private sector.

Vier akademici van die universiteit het aan die konferensie deelgeneem. Die programrede is gelewer deur Sy Edele regter Frederik Brand, Regter van die Hooggeregshof en Professor Extraordinarius in die UV se Fakulteit Regsgeleerdheid, en prof Johan Henning, Dekaan: Fakulteit Regsgeleerdheid. Prof Henning was ook die sameroeper van die simposium.

Prof Henning het ook referate gelewer oor: Directors' and Officers' Indemnity Insurance, Enforcement penalties for corporate criminal conduct, The role of the private sector in the development and training of law enforcement, The role and responsibility of credit-rating agencies in promoting soundness and integrity, en The future role for non-traditional law enforcement and the role of the private sector.

Sy Edele regter Albert Kruger, Regter van die Vrystaatse Hooggeregshof, Republiek van Suid-Afrika, en Professor Extraordinarius, Fakulteit Regsgeleerdheid, het gepraat oor: Detection, whistle-blowing and witness protection.

Die sluitingsrede is gelewer deur Sy Edele regter Faan Hancke, Regter van die Hooggeregshof en Professor Extraordinarius, Fakulteit Regsgeleerdheid Altesaam nege referate is deur die UV gelewer by hierdie konferensie wat deur meer as 2 000 afgevaardigdes van meer as 92 regsgebiede beryg is.



Dr Jordaan with her MSc student, Lerato Mollo. Next to them is the state-of-the-art photo micro-reactor.

## Acquisition of state-of-the-art equipment takes Chemistry research to another level

Research in organic photochemistry at the Qwaqwa Campus has recently been taken to another level with the acquisition of the new photo micro reactor. This development makes the Qwaqwa Campus the only university in South Africa to have this research equipment, according to Dr Maryam Jordaan, a lecturer in the Department of Chemistry.

"We have just started up a new research stream and this technology allows us to do cutting-edge research regarding the production of active pharmaceutical ingredients (API) within the pharmaceutical industry. This is thus an important research project for our university and a steady stream of publications can be generated by the use of this technology," said Dr Jordaan.

Dr Jordaan, who has recently graduated with her PhD degree, also revealed that her current research project entitled *Green chemistry processes for drug discovery: Implementing new photochemical continuous flow chemistry micro reactor technology* is composed of organic photochemical syntheses utilising a photo micro reactor, followed by HPLC chromatography as well as structure elucidation, using NMR and mass spectrometry.

Dr Jordaan describes photochemistry as the use of ultraviolet light to carry out bond-forming reactions in synthetic organic chemistry and it is a sustainable form of technology.

"This green technology influences an increase in yield and selectivity as well as decreased reaction time with smaller doses of chemicals which will subsequently endorse environmental chemistry ethos," she said.

– **Thabo Kessah**



Samantha Renda being congratulated by Prof Heideman.

## Academic excellence rewarded

The Faculty of Natural and Agricultural Sciences is committed to recognising excellence so as to raise the bar of achievement across its study programmes. This was the view of the Dean, Prof Neil Heideman, during the faculty's prize-giving ceremony to honour the best students of the first semester at the Qwaqwa Campus.

"This excellent performance is evidence that this campus can do with more post-graduation studies to stimulate research," said Prof Heideman.

"To those who have received awards today – you are indeed role models. Work harder, as you have a very bright future ahead. Challenge yourself to read more so that you can then improve your researching skills," he said.

The faculty awarded accolades to 39 students who excelled in 54 modules. The best achiever for the semester was Samantha Renda, who averaged 92% in all five of her BSc Honours (Zoology and Entomology) modules. – **Thabo Kessah**





# Art not exclusive domain for connoisseurs and highbrowed academics

Photos: Supplied

Art is not viewed as something that should be hidden in a museum. Art is visible on a number of locations on the Bloemfontein Campus.

SAVE THIS PAGE

“Art is a way of getting to understand yourself and others. It engages us at all levels.” Angela de Jesus, curator of the Johannes Stegmann Art Gallery, is excited about what is happening with regard to art on the campus. Angela has been busy. The gallery recently hosted a workshop on social justice. The workshop entailed dialogues, works of art and lectures. Angela explains that art is not the exclusive domain for connoisseurs and highbrowed academics. Her vision is that art should become a talking point. “It should help us discover who we are. You see, when you look at a work of art, you also see things about yourself, the world you live in and the condition of the human race.”

Angela’s passion for ensuring that art is not viewed as something that should be hidden in a museum has already shown in her contribution to the sculpture project. Across the Bloemfontein Campus there are interesting sculptures – talking points. However, these talking points are not limited to the campus. In a recent collaborative effort, the Stegmann Gallery assisted the Museum of the

War Republics with an exhibition of new works of art relevant to the Anglo Boer War. More than 100 works were received and the gallery assisted the museum with the exhibition of these works. This, in turn, was utilised during the UFS101 project on how we overcome battle scars. Once again, Angela reiterates that art never stands alone. In a recent exhibition, *The Blind Astronomer*, there was also the interaction between art, astronomy and yes, people who could see and people who could not. Art opens up pathways to the soul which other disciplines just cannot do.

If you have not engaged with the art on the campus, it is time to do so – you might just find that it is one of the most incredible manifestations of what it is to be human and humane. – **Ignro van Niekerk**

The UFS has a permanent collection of more than 1 000 works of art, many of which are being kept at the Centenary gallery. *Dumela* encourages our readers to visit the galleries on campus.

The Stegmann Gallery hosts new exhibitions every four to six weeks. If you would like to be put on their email distribution list, send an email to Angela at the following address: [dejesusav@ufs.ac.za](mailto:dejesusav@ufs.ac.za)





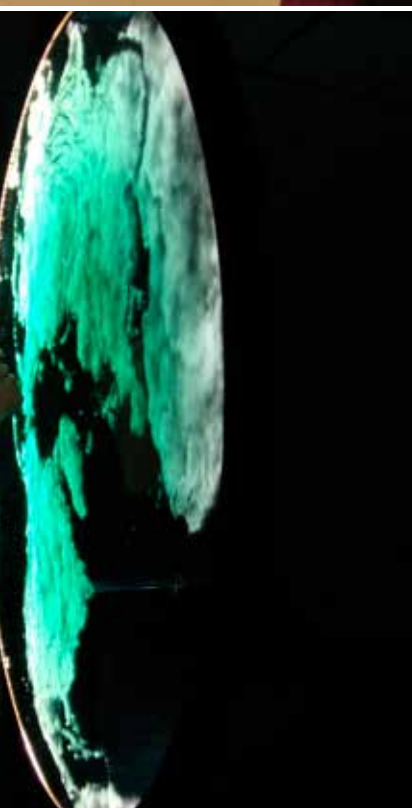




Foto: Verskaf



## UV lewer vyf nominasies op vir Bloemfonteiner van die jaar-toekenning

*Die Universiteit van die Vrystaat was goed verteenwoordig wat die nominasies vir Ons Stad se Bloemfonteiner van die jaar-toekennings vir 2013 betref.*

Nie net het die UV vyf nominasies vir die gesogte toekenning gehad nie, maar prof Stephen Brown van die Departement Pediatrie en Kindergesondheid is ook as die wenner aangewys.

Die ander nominasies was prof Hennie van Coller (Departement Afrikaans, Nederlands, Duits en Frans), prof Johan Moll (Eenheid vir Taalfasilitering en Bemagtiging), dr. Susette Brynard en haar dogter Sheri Brynard, Riana Steyn (Departement Antropologie) en Paul Colditz (Raadslid van die UV).

Prof Brown, wat ook verlede jaar 'n kategoriewenner vir die UV se alumintoekennings was, het die toekenningsaand as 'een van die grootste oomblikke van sy lewe' beskryf. Hy het, sedert hy as kinderarts gekwalifiseer het, sy lewe aan kinderharte gewy. Hy is ook betrokke by voor- en nagraadse studente-onderrig, asook opleiding van dokters in pediatriese kardiologie. Hy is ook gesamentlik vir die beplanning en samestelling van die voorgraadse opleidingsprogram vir die finalejaarstudente verantwoordelik.

“Die toekenning is voorwaar een van die grootste oomblikke van my lewe. Ek voel nederig en is beïndruk deur die kwaliteit van al die nominasies vir die titel en voel klein tussen hulle almal.”

“As geneesheer waardeur ek dit eintlik meer, want die toekenning beteken dat die mense van ons wonderlike stad raaksien wat die medici hier bereik en doen – dit laat my hart warm klop.” – René-Jean van der Berg

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## IN THE HEADLINES

Deur René-Jean van der Berg

Na die suksesvolle verkiesing van die nuwe Studenteraad is Phiwe Mathe en Matlogelwa Moema as die nuwe SR-voorsitters vir die Bloemfontein- en Qwaqwa-kampusse aangewys. Die SR-verkiesing het heelwat publisiteit in plaaslike media ontvang. *The New Age*, *Bloemfontein Courant* en *Kampus Volksblad* het hieroor berig.

In Augustus het dr Beverly Daniel Tatum, president van die Spelman-kollege, die oudste kollege vir Afro-Amerikaanse vroue in Amerika, die tweede jaarlikse Versoeningslesing gelewer. Daar is oor die geleentheid in *Mail and Guardian*, *Volksblad* en *The New Age* geskryf.

Die nuus dat daar vanaf 2014 'n nuwe graad in Forensiese Wetenskap by die UV aangebied gaan word, het groot belangstelling gewek. Daar is wyd hieroor berig in *The New Age*, *Volksblad*, *Bloemfontein Courant*, *Daily Sun*, *University World News*, *RSG*, *Kingfisher FM*, *Lesedi FM* en *OFM*.

Drie navorsers aan die UV het toekennings vir hul daad en ywer ontvang in die *Mail and Guardian Women in Science*-toekennings. Dr Maryke Labuschagne, dr Marieka Gryzenhout en Rose Lekhooa is elk in verskillende kategorieë beloon. Daar is hieroor geskryf in *Mail and Guardian*, *Engineer News*, *The New Age* en *Ons Stad*.

Die jaarlikse Charlotte Maxeke-lesing is vanjaar deur dr Frene Ginwala, voormalige speaker van die Parlement, gelewer. *The New Age* en *The Weekly* het hieroor geskryf.

## Goodwill comes to life at Lebone

When there is a call for goodwill, the university community will answer. This Kopsie spirit once again came to life when 5FM called upon volunteers to help at the Lebone Village for orphaned and abandoned children in Bloemfontein. This was part of the 5FM takeover, a community drive of the radio station to help and uplift communities and bring a positive change. A takeover promotes heavily in a city for a short period. 5FM hosts the events and broadcasts from this city. In each city, the 5FM team and volunteers visit a children's charitable cause and assist as best as possible. This is done either by painting the home, building a jungle gym or playing games with the children. The campaign runs on air and encourages the public to donate not only their time but also to the charity. The Lebone Village houses about 74 children and has various projects to teach important life skills to the residents. The village also has an agricultural project in order to keep them self-sustainable and feeds about 600 mouths from the village and the nearby community.

– René-Jean van der Berg



Foto: René-Jean van der Berg

About 20 students from our volunteer office eagerly arrived at Lebone Village where they immediately took up paint rollers and paint brushes to repaint one of the buildings on the premises.



# 'Always look at the bright side of things'

By Igno van Niekerk

Photo: Igno van Niekerk



**P**rof Mariëtte Koen is one of the Centre for Teaching and Learning's nominees for HELTASA's Excellence in Teaching and Learning awards. *Dumela* has paid a visit to her office. Prof Koen is in love with learning and has never stopped studying. We have asked her to share her thoughts on a few concepts:

**Hard work:** Is something we all do at the UFS. The biggest reward for hard work is when you get an SMS from a student, thanking you

for the contribution you have made to his or her life.

**Good advice:** Always look at the bright side of things.

**Future teachers:** Students react well to caring. Get to know their names, respect them and ensure you deserve their respect. They, in turn, will then respect their students and the cycle of respect will continue. This is one way in which we can have an impact on the future.

**Today's students:** They are keen to discuss issues and to challenge lecturers. I respect their opinions and find that they respect mine.

**Technology:** I find new technology incredibly helpful in my teaching. Blackboard, mobile learning and other forms of technology assist me in making classes interesting, keeping in touch with students and creating an overall impactful learning experience for my students. <

## Matters of the heart and mind

*When you feel good emotionally, you can conquer the world.*

Emotional wellness in the workplace is equally important as physical wellness, as your state of mind is vital to performing in the workplace.

Emotional wellness includes the capacity to manage one's feelings and related behaviours, including the realistic assessment of one's limitations, development of autonomy and the ability to cope effectively with stress. Emotionally well people have the ability to express feelings freely and manage feelings effectively. They are also aware of and accept a wide range of feelings in themselves and others.

The Centre for Health and Wellness realises that the environment at the university can at times become very stressful, and for this reason decided to present programmes to help you cope emotionally.

These programmes and workshops range from, How to get along with colleagues, Personality in the workplace, Personal relationships, as well as problems at home.

Dr Annette Prins, Deputy Director in the Centre for Health and Wellness, explains that emotions drive our behaviour at all times.

"It is therefore very important to have a positive psychological work climate, as this is important for the job affect that people will experience. A positive climate leads to good engagement, better health and a decrease in burnout and job turnover."

Dr Prins says that supporting climates also help staff members to better manage stress and therefore influence productivity and the outcomes of their work.

"Personal problems are not only limited to your household and will have an effect at work. Staff can visit the Centre for Health and Wellness at in the former building of the Officer for International Affairs where we provide free services to staff."

- René-Jean van der Berg <

Photo: Anja Aucamp



Emotions drive our behaviour at all times.

# Things you should know about appointing staff

*Our university employs a staff complement of one the biggest work-forces in the city. Apart from academic staff, we have loads of support services, which keep our proud Kopsie engines running ...*

A part from the fulltime staff, there are five main varieties of staff appointments at our institution: Student /Laboratory Assistants, Research Assistants, Interns, Contract Appointments and Ad Hoc Claims. But what do these positions and their appointment entail?

## Student/Laboratory Assistants

Student and Laboratory Assistants provide administrative support and can be either undergraduate or postgraduate students. They are usually appointed for a one-year term and should work 12 hours a week. The extension of their appointment is based on their study and work performances and may be extended for an additional year. However, they do not have any leave, study or bonus benefits and work according to the academic calendar. Their approval of appointment is done by the head of the department, dean, director or senior director.

## Research Assistants

Research Assistants are involved in research of a scholarly nature and must be postgraduate students. They work up to 20 hours per week and may be appointed for a term of one to two years. Based on their working performance and proof of involvement with research, their contracts may be extended. Although they do not have bonus or leave benefits, they have a pro rata study benefit of 50%. Research assistants are recruited by their departments and appointed via a contract appointment.

## Interns

Interns are appointed to gain practical experience by working directly in their related field of study. They must be graduates and work 40 hours per week for a one-year contract. They receive study and leave benefits and their appointment process follows the Employment Policy and Procedure of advertising, shortlisting and interviewing. Their approval of appointment is made by the head of the department, the dean or the director.

## Contract appointments

Staff members who are appointed on contract have operational requirements and their qualification needs to be appropriate to whatever the job is they are appointed in. They can work anything from 20–40 hours per week. According to the university's Employment Policy and Procedure, their contract may be extended. Their benefits are dependent upon the pro rata number of hours' work. Their approval of appointment is made by the head of the department, the dean or the director.

## Ad hoc claims

The purposes of ad hoc claims are operationally required and can be negotiated. Again, the requirements depend on the job type or job level. Ad hoc workers should work fewer than 12 hours per week. They complete a claims form for payment and their appointment is approved by the head of the department, the dean, the director or senior director. – **Stefan Lotter** <



## Know more about ...

# Moodi Matsoso

By Thabo Kessah



Moodi Matsoso (left) hard at work with her sleeves rolled up. Here she is seen with Campus Principal Prof Prakash Naidoo handing over clothing to a Qwaqwa resident whose house was gutted by fire. With them are Sibongile Mlotya (ex-SRC member for Rag, Community Services and Dialogue).

Capacitating the young with survival skills is her passion. Making a difference in the lives of the ordinary is her first love. She is the link between the Qwaqwa Campus and the immediate community of Thabo Mofutsanyana District. She believes that the failures and successes of the university are intertwined with those of the community within which it is based.

Moodi Matsoso is the Community Engagement and Staff Health and Wellness coordinator. This former Mathematics teacher has always been involved in developmental programmes, like the Girl Guides back in the 1990s. She is now part of the Resilience Network Programme that teaches secondary school learners leadership skills and etiquette, among others. This programme is a partnership between the UFS and the University of the Western Cape and is funded by Kagiso Trust.

Moodi is currently studying for a Master's degree in Higher Education.

My favourite brain food is fresh and dried fruit.

To relax I watch suspense and action movies on TV.

The best advice I ever received: There is no time for self-pity.

I love my job because it is exciting, interesting and challenging as I have to meet tight deadlines and juggle my time between different projects. I also get a chance to meet diverse people as I travel a lot. <



# Benedict applies spectrum of student engagement techniques in computer literacy module



Benedict Sebastian

Computer Science and Informatics senior students are involved in teaching members of the Matsieng Traditional Council basic computer literacy skills.



Photos: Supplied

Student engagement has two critical characteristics: Firstly, the time and energy students devote to educational purposeful activities and secondly, what institutions do in using effective educational practices to get students to engage in learning. As a lecturer in a computer literacy module for a large class of first-year students, Benedict Sebastian from the Department of Computer Science and Informatics concentrates on using a spectrum of student engagement techniques (SETs). They include writing of own reflections, minute paper testing, surprise tests, group discussions in a friendly environment and tutorial-based practical experiences. He tells *Dumela* more about his work:

"I implement SETs as part of an action research project and gather data through student feedback, reflection reports, group interviews and informal personal discussions. Initially the tutorial-based practice suited the students at the Qwaqwa Campus better, probably because they are from a disadvantaged community, not owning computers. They were not very keen to participate in discussions. Ultimately, data revealed that they had grown to value other techniques.

"Reasons for the change in attitude are *inter alia* engagement techniques help students to revise new concepts; encouraging them to learn and prepare for class (surprise tests); giving them confidence to express views

during group discussions; and providing a platform for personal development. Opportunities to obtain bonus marks depend on their degree of engagement. It works unexpectedly well and results in live lectures.

"Through using SETs, my students spend more time and energy on educationally purposeful activities. They become true collaborators in my action research project. My own classroom practices have changed. I no longer rely on PowerPoint slides, as I have realised that traditional methods of using technology do not suit all types of learning styles, nor do they contribute to active learning. The success rate of my students is gradually improving," he said. – **Benedict Sebastian** <

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Ons dink vooruit

## Etienne van Heerden lewer lesing

Die Dialoog tussen Wetenskap en Samelewing het 'n lesing deur prof Etienne van Heerden aangebied. Prof Van Heerden is Hofmeyr-professor aan die Skool vir Tale en Letterkunde aan die Universiteit van Kaapstad. Die geleentheid het plaasgevind as deel van die projek wat deur die Britse Akademie gefinansier word. Die UV-vennote vir hierdie projek was dr Cilliers van den Berg, dr Johann Rossouw en prof Pumla Gobodo-Madikizela. Hulle het die geleentheid saam met Dialoog tussen Wetenskap en Samelewing (DbSS) gereël. In sy referaat het prof Van Heerden Afrikaanse literatuur oor historiese gebeure uit die verlede en hede heen bespreek, asook hoe die plek van literatuur in postapartheid Suid-Afrika onderhandel moet word. Hy het ook staaltjies uit sy persoonlike lewe as skrywer gedeel om te verduidelik hoe skrywers historiese gebeure in literatuur gebruik. By verlede jaar se wintergradeplegtigheid het die universiteit 'n ere-doktorsgraad in Letterkunde aan prof Van Heerden toegeken. – **René-Jean van der Berg** <

Foto: René-Jean van der Berg



Prof Etienne van Heerden.

# Dr Philemon Akach lives his passion

Dr Philemon Akach is one of five winners of a national excellence award in teaching and learning from HELTASA. This demonstrates the social importance of the pioneering work he is doing for the deaf community and special education. *Dumela* has paid a visit to his office.



Photo: Igno van Niekerk

When you enter the office of Dr Philemon Akach, you immediately feel welcome. He is a teacher of South African Sign Language (SASL) who has done some ground-breaking work in his field. It takes only a few minutes to realise why Dr Akach has been nominated for the prestigious award. I have asked Dr Akach to share his thoughts on certain topics. His replies prove his passion for his field, for life and for the University of the Free State. Here are some of his thoughts:

## ***There is no such thing as hard work.***

You apply your passion for your field. In my field, I believe that language should not be a barrier to any human being, especially to

deaf people. It is about transferring your passion to students. Transferring passion is not hard work – it is what you do because you want to.

## ***I am driven by the neglect and non-recognition of Sign Language.***

Since 1996, a lot has been achieved, but people need to understand and recognise the importance of Sign Language.

## ***My subject should be known by everyone who deals with people.***

Doctors and lawyers, all professionals should realise what a tremendous advantage it is to understand and be able to communicate using Sign Language. As lecturers and students of SASL we have to

be totally immersed in our subject – you see, we are addressing the needs of a forgotten, but very important, part of our society and community.

## ***South African Sign Language is a naturally occurring language like any other language.***

However, it is not based on any language. It is not universal, and has dialects of its own. I wish everybody would know this. It knows no colour or race. The rise of sign language has given deaf people a voice.

The UFS has taken the lead with regard to the recognition of South African Sign Language as a subject. – Igno van Niekerk



# New horizons in using Ipads in teaching

When Dr Liezel Nel starts talking about her classes, there is a glimmer in her eye and passion in her voice, which belies the fact that she's had to overcome some interesting and unforeseen challenges in integrating Ipads into her teaching methodology. Dr Nel's integration of Ipads into her classes on the Bloemfontein Campus is the result of a pilot project by the Centre for Teaching in Learning which goes out of its way to support Dr Nel's initiative. The CTL, for instance, sends someone to help Dr Nel to help carry the Ipads from her office to the Flippie Groenewoud Building every time they are needed for classes. One doesn't think about it, but carrying 25 Ipads in a heavy crate is not the easiest of things. Especially if taking into account that Dr Nel still has to carry her own laptop, as well as the other materials lecturers are often required to carry.

On arrival at the class, the students are already in groups on the sides of the classroom. Dr Nel has found that that is

the best way to facilitate groupwork and the sharing of the Ipads. The students are positive and there is a sense of expectation as the Ipads are being handed out by a senior student. Dr Nel has been learning from experience, and her teaching methodology has been adapted to ensure the best possible utilisation of the Ipads. The students know that they should prepare in advance for the classes. This pre-work is then tested and integrated during the class by means of challenges which the groups have to resolve.

Dr Nel's creativity in terms of planning the classes is endless, although unexpected challenges often arise." Just imagine having to set up 25 Dropbox accounts where assignments can be put for the students. You think it is just a question of setting up the accounts – but then you need to have email addresses for these accounts. When you set up gmail addresses, you need to do verification, and that is often done with a

code SMSed to your phone. But the same number can only be used five times."

Dr Nel smiles as she shares how these unforeseen challenges come along. Despite these challenges, one senses that nothing is going to deter her from investigating and opening new horizons in teaching and learning. Dr Liezel Nel is on a quest to shift traditional teaching into the future – and, with the assistance of the Centre for Teaching and Learning, she is proving that new horizons become visible to those who make great strides toward their dreams. – Igno van Niekerk

According to Tiana van der Merwe, Head of E-learning at the Centre for Teaching and Learning, it has been found that students believe that the use of technology in a classroom elevates the level of learning. It has also been found that most students have laptops and the number of students who have tablets is rapidly on the increase. The tools are there; the horizons are clearly in front of us. Now it is a question of creativity, hard work and tenacious belief. People like Dr Liezel Nel are showing the way.



Dr Liezel Nel.

Students are positive and there is a sense of expectation as the Ipads are being handed out.

Photo: Igno van Niekerk



## National Wheelchair Rugby League hosted



The university hosted the National 2013 Wheelchair Rugby League at the Callie Human Centre. Two of our students, Lesego Shuping and Archie Mthombeni, play for the provincial Wheelchair Rugby Team. Pictured here is Archie Mthombeni.

This year, the university hosted the National Wheelchair Rugby League for the first time, after several efforts to get it here.

"We encourage participation of students with disabilities in all activities of student life, including sport, and it is a great privilege to have the opportunity to host the National WCR League, at the same time increasing the awareness of disability sport at the UFS," says Hetsie Veitch: Assistant Director in the Unit for Students with Disabilities.

The university is very proud of three students, Lesego Shuping, Musa Simelane and Archie Mthombeni, who are part of the Mustang Wheelchair Rugby team who participated in the National Tournament held at our university. These students have demonstrated that there are no limits that would stop them from reaching their own potential, in spite of their disabilities.

South African Wheelchair Rugby has one directive, namely the development of wheelchair rugby in all communities to provide a better quality life for those living with severe disabilities, such as quadriplegia and equivalent disabilities.

Wheelchair Rugby is currently the fastest-growing Paralympics sport and a member of the International Rugby Board. It is also recognised by the International Paralympics Committee (IPC). – **Jerry Mokoroane**

## Attainment of education rights for the rural is a big challenge in South Africa

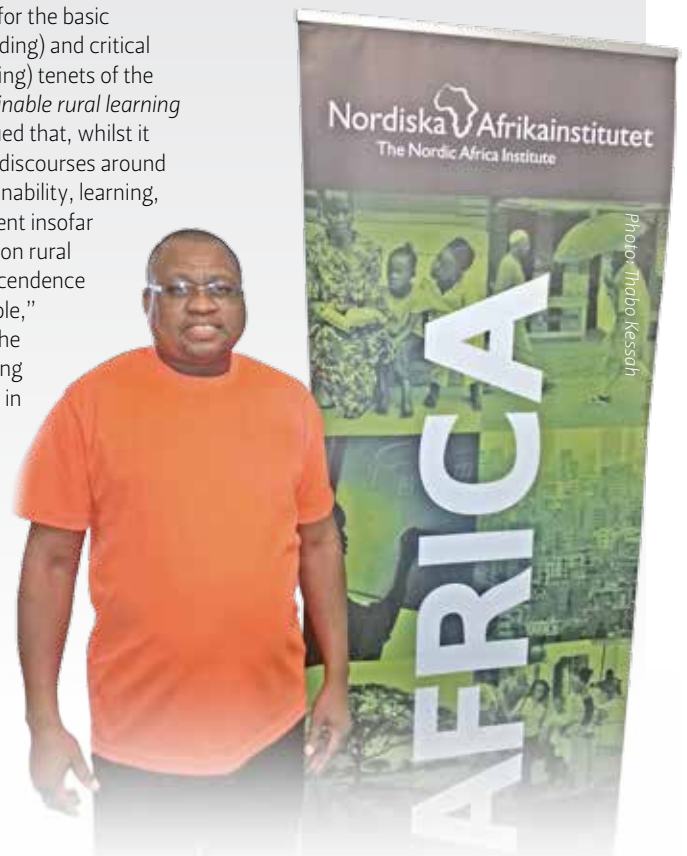
Dr Dipane Hlalele, Programme Head in the Faculty of Education at the Qwaqwa Campus, recently returned home after a three-month stint at the Nordic Africa Institute (NAI) in Sweden.

According to the former Director at NAI, Carin Norberg, the Nordic Africa Institute is in a unique position to become an alternative to mainstream research because of its genuine partnership with African researchers, based on the emphasis on mutual learning processes and problem definition and because of its focus on local level complexities. Dr Hlalele believes that his experience at the NAI was an enriching one both personally and professionally.

"Pursuant to the search for the basic (knowing and understanding) and critical (empowering and changing) tenets of the research theme of *sustainable rural learning ecologies*, it may be argued that, whilst it is acceptable to observe discourses around notions of rurality, sustainability, learning, resilience and development insofar as these have an impact on rural learning ecologies, transcendence of such notions is desirable," says Dr Hlalele. "One of the observations I made during my visits to rural villages in Sweden is that patterns of emigration from rural to urban are common between South Africa and Sweden, leading to the reduced number of learners in schools. Places where teachers live seem to have an impact on sustainability by enhancement or otherwise of a perceived sense of

community. Areas where teachers are residents of the rural ecology seem to experience a greater or heightened sense of community – a somewhat discouraging factor to rural outmigration.

"Focusing on South Africa, we are aware that 'education-as-a-human-right' remains elusive and it has failed to prevent the increasing commodification of education and to facilitate the attainment of social, economic and environmental justice. The failure of education policies and laws to ensure the attainment of education rights for the majority of South Africans, in particular the rural inhabitants, is an immediate challenge." – **Thabo Kessah**



Dr Hlalele in Sweden.

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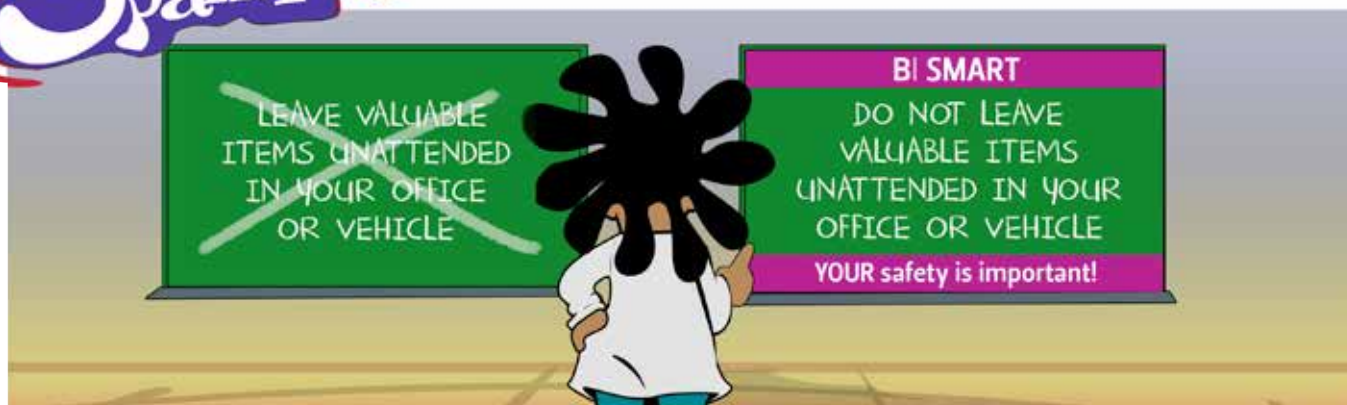
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## De Villiers and Le Grange start paving their road to Rio for 2016

Kovsies Elomé de Villiers and Sandra le Grange recently did the university proud when they were part of the South Africa Badminton team that won Gold at the African Cup of Nations in August.

South Africa proved their dominance in the 2013 Continental Championships by winning three Gold, two Silver and three Bronze Medals in the Individual Events. Combined with the Team Gold, South Africa won four out of the six Gold Medals up for contention.

In fact, it was De Villiers who won the deciding match in the AFCON final against Nigeria. Following the AFCON, De Villiers was included in the 2016 Road to RIO BWF Project of Excellence. Both De Villiers and Le

Grange are players to watch closely en route to the 2016 Olympic Games now.

De Villiers is currently a second-year Human Movement Science student at our university and a proud resident of Welwitschia. She is a former pupil of Hennenman High School. Le Grange is also in her second year at Kovsies and a resident at Wag 'n Bietjie. She is an Education student and matriculated from Diamantveld High School in Kimberley in 2011.

These women also won the doubles title at the Mauritius International, which took place the week after the AFCON. This was the first international title for both De Villiers and Le Grange. – **Stefan Lotter** <



Elomé de Villiers and Sandra le Grange.

# bultjie

## How (not) to get promoted and other party tricks!

It is time for the yearly applications for merit bonuses and promotion of staff. Some colleagues use strange methods to influence the boss! The crying strategy does not always work. Neither does the moaning method. You've heard it before. "Life is not fair! Nobody really knows what I'm actually doing!" The boss thinks, "Exactly! Colleagues thought you resigned a few years ago as we only see you on Monday morning at 11 for your hour-long class and then you play Chinese War Trick Number One – disappear! The last time you attended the faculty meeting, seven colleagues thought you were a new appointment and introduced them to you!"

Name-dropping is also a general method. You keep your eye on the tearoom and the moment the Dean goes in, you join and start telling him or her very casually of all the important people you had met at the last congress you attended and how they had appreciated your opinion! Useful names to drop include Brand Pretorius, Mark

Shuttleworth and Oprah, whom you had personally met at the graduation ceremony! Wow! And you were co-nominated with (Very Important Name) as Shoprite's South African Personality of the Year for *Sharing my Ideas on Cheese*. Oh! You were actually invited to speak to the members of the Nellie Swart Club on *How to Survive the Rat Race*! In the meantime, the Dean thinks that this one-way conversation only takes place so that he/she can drop his or her name the moment namedropper meets the first colleague he/she will bump into.

Jy kry die *name droppers* veral by kongresse! Niemand weet mos regtig nie, so die persoon het al ALLES gedoen en ken ALMAL! Gewoonlik is die persoon 'n *Independent Consultant* – wat natuurlik 'n eufemisme vir *werkloos* is! Tydens die netwerksessies probeer almal van die persoon wegkom, wat dan die rede word waarom die persoon so baie gesprekke voer en dit laat lyk of hy/sy álmal ken. Eintlik werk die persoon op 'n

baie verdagte plek, maar die posisie word as *executive management* beskryf. Hy/sy wil so graag jou kaartjie kry, maar het ongelukkig nie self een byderhand nie want, "Ag ek moes so baie uitdeel!" Woorde wat mens nooit uit *name dropper* se mond sal hoor nie, is: "Ek is nou nie juis 'n kenner op die gebied nie, maar wat is jou opinie oor die saak?" Tydens ete eet so 'n persoon nie, maar praat die heeltid met iemand skynbaar baie belangrik op die selfoon. Net jammer jy merk op die foon is nie aan nie!

Haai toemaar mense, Bultjie weet ons is nie almal so nie. Hier is mense op kampus wat wraggies hard werk en presteer. Doen aansoek vir daardie merietebonus of bevordering. Afhangende van die Groot Bevorderingsmeester – die SLE-posisie – word dit dalk oorweeg!

Groete van vergadering tot vergadering!

**Bultjie**